

APPRENTICESHIP AND TRAINING PROGRAM BIENNIAL REPORT FOR 2011 & 2012



**SUBMITTED TO: GOVERNOR BRIAN SCHWEITZER AND
GOVERNOR-ELECT STEVE BULLOCK**

PREPARED BY:

21st CENTURY WORKFORCE TECHNOLOGY APPRENTICESHIP & TRAINING
BUREAU, WORKFORCE SERVICES DIVISION, MONTANA DEPARTMENT OF
LABOR AND INDUSTRY



The Honorable Brian Schweitzer, Governor, and
Governor-Elect Steve Bullock
State of Montana
Helena, MT 59620

Dear Governor Schweitzer and Governor-Elect Bullock:

In accordance with Section 39-6-101, MCA, Duties of Department, we have the honor of submitting to you the Biennial Report of the Montana State Apprenticeship Training Program. This report covers Apprenticeship and Training Program activities from July 1, 2010 through June 30, 2012.

Respectfully submitted by
The Montana State Apprenticeship Training Program

Mark S. Maki, State Director

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INTRODUCTION

Registered apprenticeship is an important resource for employers and an opportunity for workers in these demanding times. In this environment of downsizing and "right-sizing", the workforce must be more efficient and productive. The better we prepare Montana's future workforce today, the more likely they will successfully meet the challenges of tomorrow's workplace.

As the existing seasoned workforce ages, the pool of available skilled workers continues to shrink. Given the rapidly shrinking labor pool, many potential job applicants do not possess the skills necessary to fill current and expected openings in the Montana job market. The Department of Labor and Industry's Apprenticeship and Training Program helps fill this void by providing Montana employers and job seekers with services to assist them in utilizing apprenticeship training when appropriate to meet their short- and long-term employment needs.

Through a registered apprenticeship program, employers can receive professional assistance to train their workers to become highly skilled in one of the hundreds of nationally-recognized apprentice-able occupations, trades and crafts. As the state's economy becomes more diversified and service-based, the demand for a technically trained, skilled workforce will increase.

Apprenticeship is the oldest known form of skills training. It is, as it has always been, about a skilled worker teaching the skills of his or her trade or craft to an apprentice worker. Registered apprenticeship training includes both supervised on-the-job training through hands-on work experience coupled with related technical instruction via the classroom or distance learning. Business, Labor, Government and Education work in unison to provide structured, progressive apprenticeship programs designed to train highly-skilled workers to meet the needs and challenges of Montana's 21st Century workforce.

I feel the apprenticeship program lays out a wonderful base knowledge of the career I am currently pursuing. I have found that even when running into problems, there is a great amount of knowledge and help within the program. The apprenticeship program has been very willing to work with me on coursework timelines for completing courses.

***David Moore, 4th Year Apprentice
Gold Rush Electric, Inc. – Helena***

THE REGISTERED APPRENTICESHIP SYSTEM

Registered apprenticeship is generally a voluntary training program. Employers that choose to sponsor a program are expected to meet established program and industrial standards. Apprenticeship standards are established by each respective industry. Because not all employers engage in a broad enough scope of their particular trade to ensure an entry-level worker receives the experience and knowledge the industry requires to be at the journey level, these standards are intended to ensure that skilled workers know all important aspects of their particular industry, trade or occupation.

Registered apprenticeship provides on-the-job training, supplemented with related technical instruction. Apprentices work under the supervision of qualified journey workers or mentors to develop the skills and learn the techniques, materials and equipment of the occupation.

Classroom or approved home study courses that provide training in the theoretical and technical aspects of the trade are required. Minimum study time is 144 hours for each year of the apprenticeship, but may be higher for some occupations.

Apprentices are generally evaluated every four to six months and receive pay raises upon verification of satisfactory progress in skill development and coursework. An apprentice's starting wage is usually 40-50% of the applicable journey worker rate, with subsequent wage increases of generally five to ten percent for each incremental period of on-the-job training hours coupled with satisfactory progress on related instruction coursework.

Once a registered apprenticeship program sponsor (employer) verifies that the apprentice has fulfilled all requirements of the training program, the Montana Apprenticeship and Training Program issues a certificate of completion. This validated, nationally-recognized credential is confirmation that the completed apprentice is a fully qualified, skilled journey-level worker in his or her chosen occupation.

Employers that sponsor a registered apprenticeship training program in their Montana company or business experience many benefits:

1- A Source of Trained Workers

Employers can guarantee their companies a steady supply of competent, well-trained workers. These workers will have the added benefit of being trained in the sponsoring company's quality standards and work practices. Skilled workers do the job faster and with fewer callbacks.

2- Economy

Apprentice training costs are minimal because apprentices produce while they learn and are paid on a progressive wage schedule commensurate with their level of skill and ability.

3- Reduced Turnover

Apprentices in a certified training program know they have jobs with more secure futures. Satisfied employees mean less potential turnover and thus lower costs for the employer.

4- Improved Labor Relations

Employers establish a mutually beneficial association with the apprentices in their employ.

5- Demonstrates Community Commitment

Employers that sponsor a registered apprenticeship program have taken it upon themselves to provide excellent career opportunities and training for people in their communities.

6- Recognition

Apprenticeship training programs registered by the Montana Department of Labor and Industry earn the respect of industry, labor and the communities in which they do business.

Why learn a trade through an apprenticeship instead of some other method? Some of the advantages of completing a registered apprenticeship program include:

1 - Exposure

Apprenticeship gives workers versatility by teaching them all aspects of a trade. Apprenticeship facilitates the acquisition of occupational skills not just for a single job, but also for a career. It helps them learn to work well with different kinds of people in a variety of work environments and situations. It familiarizes them with the overall scope of a company's operation and organization.

2 - More Complete and Comprehensive Training

Apprenticeship training follows established industry practices and performance standards. Related instruction coursework complements, reinforces and fills in any gaps in apprentices' hands-on training.

3 - Competition

Apprentice graduates are more educated, better trained, work more steadily, learn their trades faster and are more likely to become supervisors than workers not trained via an apprenticeship.

4 - Job Security

Apprenticeship produces better skilled, more productive and safer workers. Apprenticeship graduates experience less unemployment than workers trained in informal ways, since employers retain their better skilled workers and often specifically request them for their best projects.



ADMINISTRATION OF MONTANA APPRENTICESHIP & TRAINING PROGRAMS

In an effort to comply with federal law established through the passage of the 1937 Fitzgerald Act, in 1941 the Montana 27th Legislative Assembly enacted Chapter 149 to create the Montana apprenticeship system. The program operated with informal federal recognition from 1941 until 1977. In 1977 federal regulations were finalized (Title 29, CFR 29.12). The United States Secretary of Labor officially recognized the authority of the Montana Department of Labor and Industry to determine individual apprenticeship program compliance for federal purposes. In an effort to maintain continued federal recognition, in late 2010 the state of Montana adopted Federal changes to Title 29, CFR 29 that established more flexibility, stronger linkages with education and a revitalized framework to encourage expansion and increased utilization of apprenticeship training.

Over the years, apprenticeship has been administered by several different divisions within the Department. The Montana Department of Labor and Industry was re-organized in 1993 and on July 1, 1993, the Apprenticeship and Training Program was relocated in the Workforce Services Division. This placement of the program provides a more direct administrative link with other employment and training services provided by the Department.

The Program is currently a component of the Workforce Services Division's 21st Century Workforce Technology, Apprenticeship and Training Bureau, comprised of the Apprenticeship and Training Program, Jobs for Montana Graduates (JMG) and the State Workforce Investment Board (SWIB) and the Incumbent Worker Training Program. The SWIB also serves as the Program's "advisory council" (as established in ARM 24.21.205) in an advisory and consultative role regarding matters of interest to the Program and to the apprenticeship community at large. The Program utilizes the SWIB as an additional means of fostering dialogue and substantive communication between the Program and Montana employers, industry, educators and apprenticeship sponsors and apprentices.

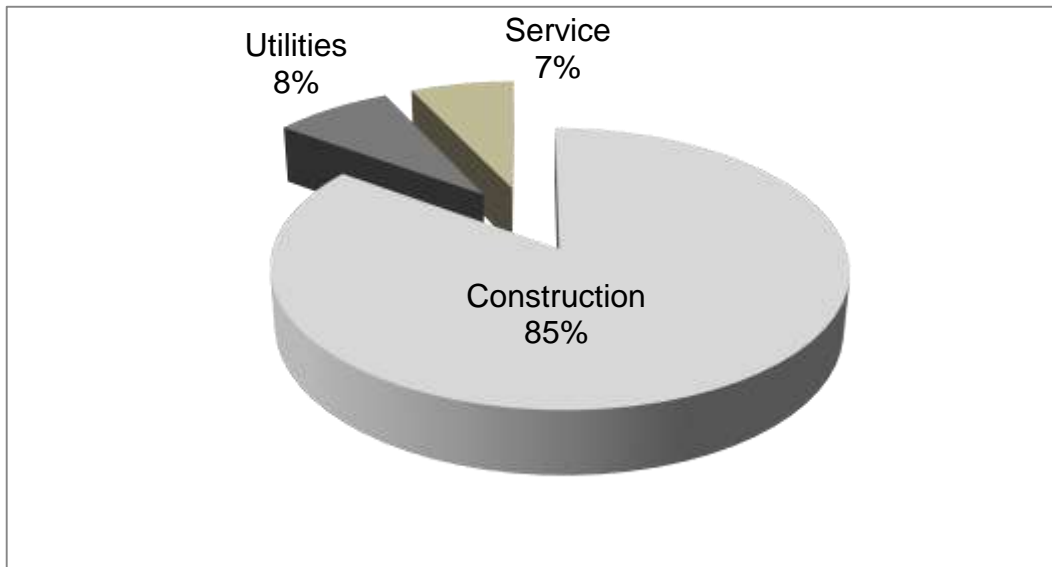
ACTIVE APPRENTICES BY OCCUPATIONAL CATEGORY

A common misconception and stereotypical image of apprenticeship training is that it only applies to union-sponsored construction and skilled trades jobs. Registered apprenticeship in Montana includes both union and non-union (independent) employers and apprentices. Apprenticeship training also includes numerous other traditional and emerging occupations such as in the medical and food service fields, mechanical and artisan trades, the expanding field of information technology and many other apprentice-able occupations.

Apprentices have been trained in over 180 occupations registered as apprentice-able in Montana in

the seventy-year history of the Montana Apprenticeship and Training Program. The Program currently has apprentices being trained in 39 of those occupations. As of June 30, 2012, 949 registered Montana apprentices were being trained in three major occupational categories: construction (85%), utilities (8%), and service/manufacturing (7%).

Total Active Registered Apprentices – 949



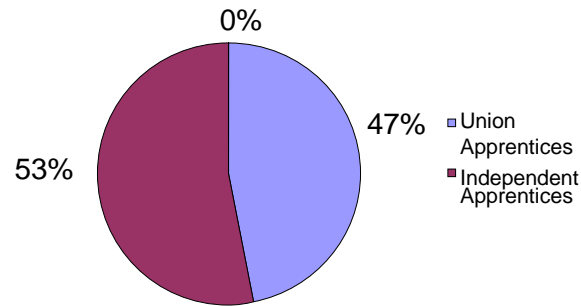
The Montana Apprenticeship program gives us a structured program which enables us to hire and train apprentices to be Electrical Journeymen. We are able to bring new people into our business and train them with the support of the program. We are given the opportunity to train someone from the beginning and have our seasoned employees pass on their knowledge.

Barb Kunze
I D Corporation – Billings

REGISTERED UNION & INDEPENDENT APPRENTICES

The Apprenticeship and Training Program provides technical assistance and oversight for all registered programs. In Montana as of June 30, 2012, 47% of the registered apprentices are

union affiliated and 53% of all registered apprentices are independently sponsored by over 500 employers. Additionally, there are 17 active Joint Apprenticeship and Training Committees (JATC) sponsored programs, which represents approximately 553 union employers. The JATC's are structured with equal numbers of management and labor members. The JATC's are generally the larger apprenticeship sponsors and historically the administrative models for their trades.



Registered Montana Apprentices as of 6/30/12

Apprenticeship continues to be a necessary part of our trade as electricians. It enables us to renew our workforce as electricians retire or move to a new area. It provides a career opportunity in a licensed trade for people who are interested in making a living as they learn a career without the burdens of school loans. Even in a down economy I see the need to continue to hire apprentices.

I appreciate the state's willingness to monitor and work with apprentices and their employers as wages are adjusted to meet the economic situation. I also appreciate the state's ability to work with employers and apprentices equally as we work toward the goal of completing apprenticeships and training a quality electrician and person.

Justin Mills, President
Rocky Mountain Electric, Inc. - Belgrade

Services Provided by the Apprenticeship and Training Program

The Apprenticeship and Training Program provides the following technical services to employers, apprentices, the public and the educational community:

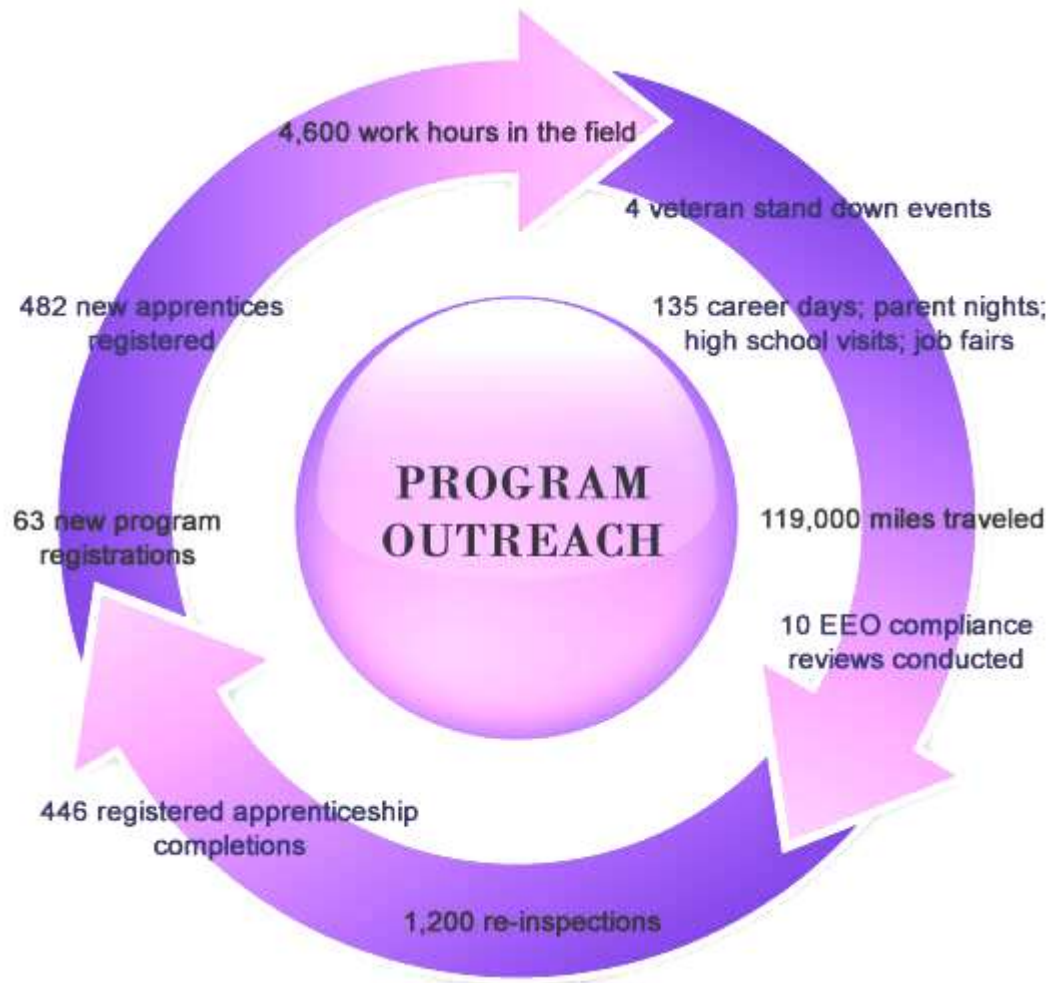
- Consulting and technical assistance to employers in establishing and registering apprentice training programs.
- Oversight service and monitoring of existing apprenticeship programs to ensure compliance with state, federal and industry training standards and successful completion of apprentices.
- Maintain and revise apprenticeship training standards to safeguard the welfare of apprentices and to ensure the quality of the training.
- Provide information about registered apprenticeship opportunities to the public via job fairs, career days, veteran affairs outreach and presentations to middle schools and high schools.
- Certify registered apprentices who are working on both state and federal public works projects.
- Certifies and authorizes for approval the veteran status and apprenticeship registration of any veteran for V.A. benefits purposes.
- Records and issues nationally recognized certificates to individuals who successfully complete their apprenticeship.
- No fee is charged to either sponsors or apprentices for these or any other services provided by the Apprenticeship and Training Program.

Apprentice sponsorship is a significant commitment between an employer and the apprentice. The sponsors train skilled workers that support Montana's economic vitality. Prior to the certification of a new sponsor and apprentice, there has been thorough information and consultative services provided. The better the understanding of program requirements for those involved the fewer problems there are to correct throughout the term of the apprenticeship and 75% of the Program's annual business is return business from existing registered programs.. Apprenticeship and Training Program staff work with sponsors on a continuing basis to ensure the best prospects of successful completion for as many apprentices as possible.

Successful apprenticeships require various types and levels of involvement from all parties throughout the term of each apprentice. Program staff strive to remain involved with each program and apprentice, investing time, resources and energy in the success of both the apprentices and the

program. New apprentices are not counted as a positive outcome and achievement until the completion of their training.

From July 1, 2010 to June 30, 2012, program staff conducted over **1,200** quality and compliance inspection visits to sponsors of registered apprenticeship programs statewide. This is provided as an in-person service that many Montana employers have come to expect. Program staff provide active program management assistance to both sponsors and apprentices. During these informal visits, program compliance is reviewed, technical assistance is provided and information on new laws or regulations affecting the sponsor and/or apprentice is communicated. Other issues that could impact the overall success of sponsor's program are handled on an individual basis. These services are afforded to employers and apprentices without fees or direct cost.



During the July 1, 2010 to June 30, 2012 time frame, Apprenticeship and Training Program staff traveled over **119,000 miles** and spent approximately **4,600 hours** --- about 30% of their working time --- in the field in direct service to the Montana apprenticeship community. Effectively, there was a minimum of one program staff person in the field at any given time throughout the period.

During the period in review, the staff registered 482 new apprentices and certified 63 new program sponsors. The Program State Director and six staff combined handled an estimated 9,000 telephone calls involving various degrees and levels of response to the apprenticeship community. The seven Program staff combined sent over 10,800 sponsor and apprentice letters, administrative rule notices and program information packages during the time frame in review.

Also during the period in review, program staff created and maintains an e-mail address list containing approximately 90% of the union and independent apprenticeship training sponsors statewide. Continued enhanced usage of electronic communications during this period has increased efficiency and timely delivery of important program information and some documentation, such as registration and transmittal forms that are in electronic format. This has resulted in a two-thirds reduction in regular mail, therefore in postage costs to the program, as compared with the 2006-2008 state fiscal biennium. Program staff utilized e-mail correspondence for an estimated 10,000 program-related communications during the period in review.

We believe the Montana Apprenticeship helps our business stay successful by allowing our company to train employees from scratch. Because of that we have had very low employee turnover; we have had the same journeymen plumbers for over 12 years from hire date. The apprenticeship program also keeps our employees on schedule to complete the program without becoming distracted. Thanks for all you do.

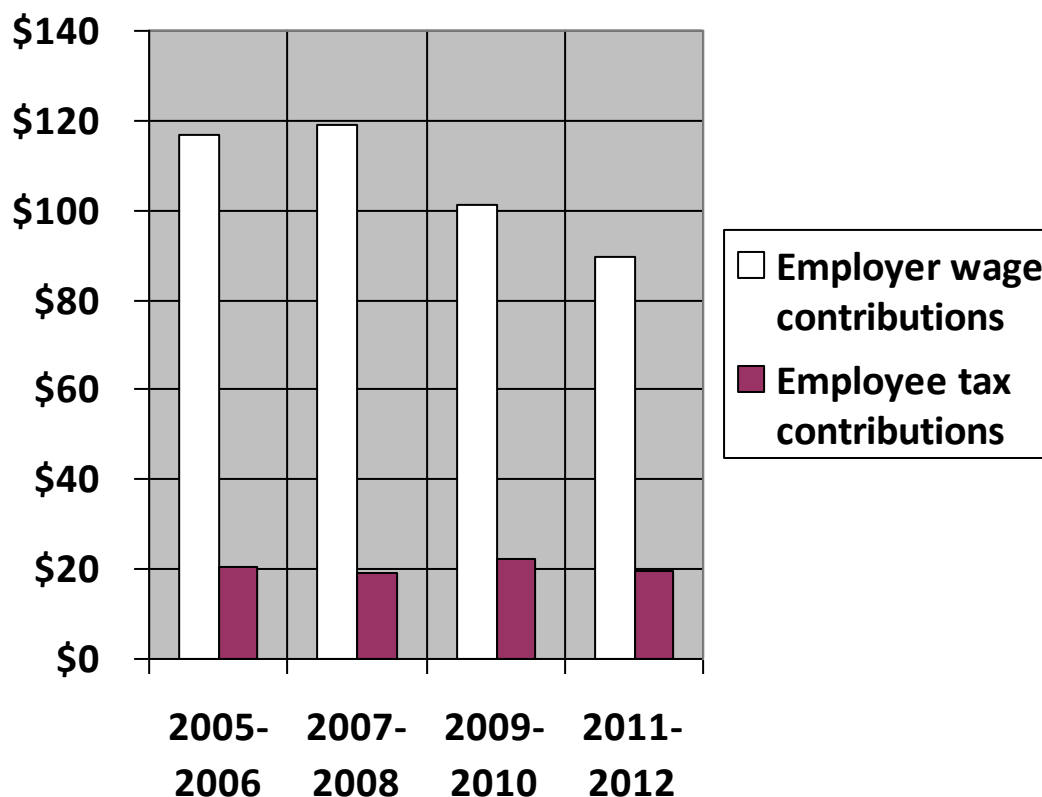
Richard W. Thomas
Thomas Plumbing and Heating – Missoula

The Apprentice Program has meant a great deal to our business. It has provided a working program for young adults willing to work hard and earn a valuable trade. It has not only improved the lives of the apprentices, it has improved the stress level of being a small business owner trying to better one's self. I would recommend this program because it has helped make our employees more confident in them knowing they are making a difference in their lives and their families. I would like to thank the State of Montana for this great opportunity in our community.

Melody R. Peterson, Secretary/Treasurer
A & A Electric, Inc. – Miles City

THE ECONOMIC IMPACT OF APPRENTICESHIP

Apprentices, unlike workers in traditional training situations, earn wages that contribute to the support of all levels of government and purchase goods and services in their communities. The apprentices' progressively increasing wages lead to good stable wages in skilled occupations. A well paid, trained and skilled labor force is the backbone of Montana's economy.

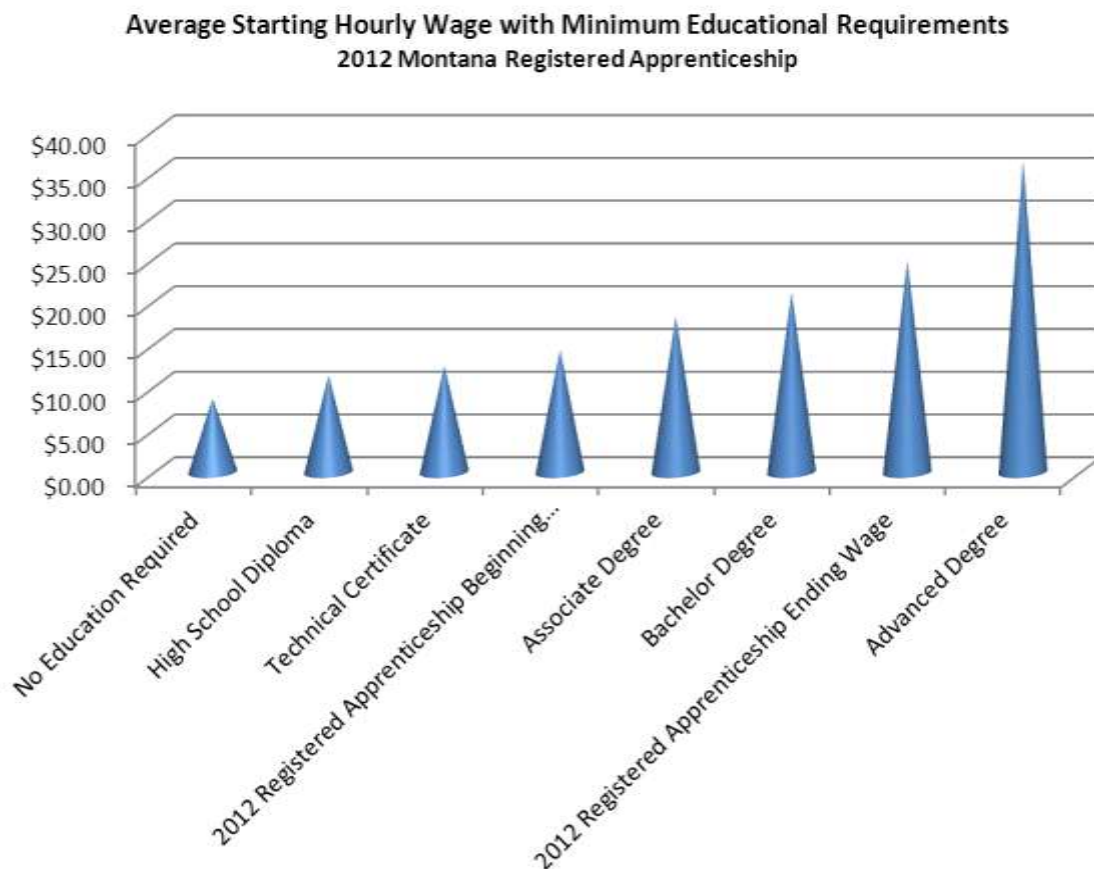


The State of Montana expended \$545,411 to support apprenticeship training during fiscal year 2011-2012. The program had 949 apprentices registered as of June 30, 2012. In fiscal year 2011, these completing apprentices earned an average ending hourly wage of \$24.78 per hour for an average gross annual wage of \$51,542, exceeding fiscal year 2010 average earnings of \$47,320/year by \$4,322 (8.9%).

Montana employers paid approximately \$48,913,358 in gross wages to apprentices in fiscal year 2012, while the average apprentice paid \$11,339 in state and federal income taxes. Therefore, for every dollar the state invested in registered apprenticeship in state fiscal year 2012, apprenticeship

employers paid \$89.69 in wages and the average apprentice contributed \$19.73 in taxes. The estimated total amount of taxes paid by Montana apprentices during this period was \$10,760, 711. **[Note: The survey did not include registered Child Care Specialist apprentices due to the difference in the overall wage structure.]**

Montana apprentices' average beginning wage in 2012 is \$14.32/hour, comparable to the \$14.13/hour median average wage for all Montana workers in 2011 [per O.E.S. survey, Bureau of Labor Statistics]. As the chart below shows, this rate also ranks well compared with national statistics on average starting wages by level of education/training. More significantly, the average ending wage of \$24.78/hour for Montana apprentices at time of completion exceeds the national average starting wage for all educational groups except advanced college degrees (beyond a Bachelor Degree). Given Montana's 2011 per capita personal income of \$36,016 per year (approximately \$17.31/hour) as reported by the Bureau of Business & Economic Research, registered apprenticeship in Montana produces trained starting journey level workers with average earnings in excess of all other groups except Montana wage earners with advanced degrees.



2010 APPRENTICESHIP RETENTION RATE

The Montana Apprenticeship and Training Program in collaboration with the Research and Analysis Bureau, Department of Labor and Industry interfaced social security numbers of all Montana registered apprentices successfully completing apprenticeship programs with Montana UI wage and benefit data and the results are as follows:

1. All apprentices successfully completing the program from January 1, 1997 to June 30, 2012 were used for the report.
2. The report revealed that 2,851 apprentices have graduated/completed Montana apprenticeship programs from January 1, 1997 to June 30, 2012.
3. Historical data indicates that the completing apprentices worked in 40 to 45 different apprentice-able occupations, with an estimated 85% of all completing apprentices working in construction related occupations.
4. Historical data also indicates that out of all of the completing apprentices, an estimated average of 53% work as registered apprentices in independent employment, with 47% completing apprentices registered with union affiliation.
5. The report revealed that out of the 2,851 apprentices completing the program since 1997, 2,125 or an average of 75% were identified through Unemployment Insurance data collection as Montana wage earners at the end of fiscal year 2012.
6. The remaining 25% of completing apprentices are either no longer residents working in the state or are operating their own business as Master Plumbers or Master Electricians.
7. In summary, out of the 2,851 apprentices successfully completing the program since 1997, 2,125 or 75% have been verified as still working/living in Montana, supporting local economies and contributing back to Montana at a journeymen wage level.

I am very thankful of the apprenticeship program for the chance to teach valuable skills to apprentices who desire to learn and for the opportunity to help an eager, willing employee learn new skills.

***Blair Krumm
Apex Electric – Helena***

RELATED INSTRUCTION

In addition to on-the-job training, all registered apprenticeships require a minimum of 144 clock hours of directly related technical instruction for each year of apprenticeship training. Related technical instruction for some occupations such as electrical and plumbing actually requires over 200 hours per year due to the complexity and rapid technological change in those trades.

All related instruction is done outside of regular work time without pay. Related instruction courses are delivered to Montana apprentices in several formats. Union-sponsored programs, also known as “JATC’s” (for “Joint Apprenticeship Training Committees”), provide a classroom environment and instructional materials to an estimated 500 registered union apprentices; classes are paid for by joint contributions from labor and management. The Independent Electrical Contractors Association, which has four chapters in Montana, also provides a classroom environment and utilizes educational materials provided by the Association. The remaining apprentices receive their required related instruction via correspondence from one of several approved distance learning sources.

Montana’s IEC programs provide related instruction to approximately 50 registered independent electrical apprentices. These programs are generally 100% funded by contributions from the independent (non-union) employers sponsoring those programs.

State funding for a portion of apprenticeship related instruction expired in April 2003. Since then, the Program has utilized a “payment option agreement” between the employer and apprentice to identify which will pay for the related instruction. The agreement offers a number of options for coursework payment; the majority of apprenticeship employers and their apprentices elect to split coursework costs. Montana State University – Northern and the North Dakota State College of Science provide correspondence coursework that is sold to Montana sponsors/apprentices. These two providers offer courses to approximately 500 Montana apprentices working across the state in numerous apprentice-able occupations.

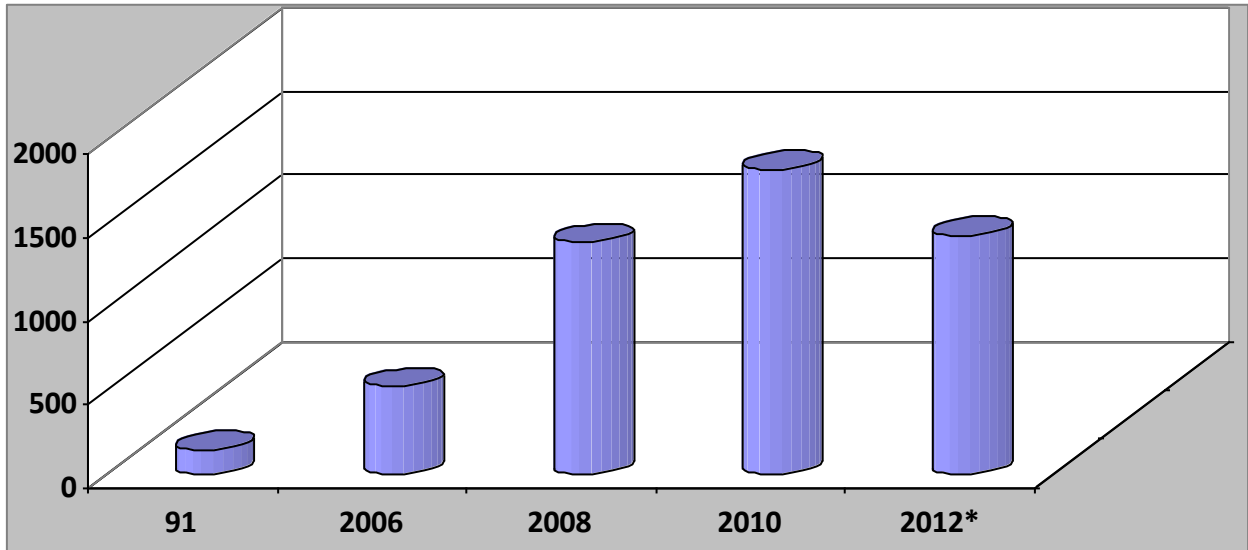
With an increasing number of registered apprentices and an emphasis on timely completion of coursework, the Program experienced steady growth in correspondence course usage from 1991 through mid-2009. In 1991, a total of 144 courses were sold, primarily to independent (non-union) sponsors/registered apprentices. During the period of this report, July 2010 through June 2012, 1,427 correspondence courses were sold to Montana apprentices, 778 courses by MSU-Northern and 649 courses by the North Dakota State College of Science, at a total cost to sponsors/apprentices of \$291,158.

Linkages the Apprenticeship and Training Program developed over the past four years with labor, business and Montana’s higher education community netted MSU-Northern a 53% (\$154,997) market share of all related instruction coursework sold to Montana sponsors/apprentices during state fiscal years 2011/2012, keeping Montana dollars re-circulating in Montana. In addition, MSU-Northern’s AAS Electrical Degree program graduated 14 students in 2011; of those, 11 are currently



registered Montana apprentices in the electrical field and three currently work for electrical suppliers.

Apprenticeship Course Purchases in Select Years 1991 - Present



In the period in review, 1,427 courses were purchased by Montana employer/apprentice sponsored programs from MSU-Northern & NDSCS as of 6/30/12.

***Reflects economic downturn during the period.**

As of the time of this report, MSU-Northern has graduated 54 students from its two-year Associate of Applied Science Plumbing Degree program. The first graduating class was 2006. Of those 54 graduated students, 40 subsequently entered a registered plumber apprenticeship. All of the A.A.S. Plumbing Degree graduates who have now completed a registered plumbing apprenticeship passed the state Journeyman's Plumbing Exam on the first try. These completed apprentices are now journeymen plumbers working in Montana.

Apprenticeship and Training Program staff maintain a strong stance on coursework completion to ensure steady progress by apprentices enrolled in correspondence-based courses. Apprentices doing coursework without the benefit of a classroom instructor and on their own time need a strong support system. Several Program measures to provide this support have shown marked improvements in the last few years. One such measure was the compilation of a list of apprentices' and sponsors' suggested best practices for coursework completion, titled "Suggestions for Success". A copy is given to apprentices and sponsors as needed to get and help keep apprentices on track and on schedule with their coursework.

Another measure is the increased utilization of electronic communication (e-mail) which allows timely and efficient notification to sponsors and apprentices regarding coursework performance problems, issues and timeliness. Real time read-only access to the MSU-Northern database of apprenticeship related instruction participants, and same day responses from North Dakota State College of Science staff to Apprenticeship & Training Program staff queries ensures that coursework information is accurate.

A third measure is a “Wage Stipulation Agreement” which permits an apprenticeship employer to withhold progressive wage advancement based upon the apprentice’s failure to meet his/her related instruction coursework requirements. This creates a financial incentive for the apprentice to complete the required related instruction coursework, and in a timely manner. These measures, coupled with frequent face-to-face “reinspection” visits with apprentices and sponsors to discuss coursework progress and emphasize the importance of the related instruction component of the apprentice’s training, helps ensure that all aspects of the apprentice’s training receive equal emphasis.

As a college graduate now in the electrical apprenticeship program, there are a number of differences I've noticed that have illuminated (no pun intended!) the value of an apprenticeship in the trades. One obvious advantage is earning while you learn. Instead of being saddled with student debt at the end of the program, you've actually been earning increasingly more money as the program progresses. Another advantage is bookwork geared specifically for your trade. While a well-rounded education is important, I believe most people would appreciate cutting to the chase to reach their goal of a license in their trade. Finally, an apprenticeship starts immediately with hands-on experience, and direct contact with an expert in your field. This subversive method of learning is the best assurance of retaining what you have learned long after your program has been completed.

***Aaron Miller, 2nd Year Apprentice
Eyer Electrical Construction – Stevensville***

2011-2012 APPRENTICESHIP
TRAINING PROGRAM
ACTIVITIES

16



APPRENTICESHIP STATISTICS

The number of registered apprentices in Montana as of June 30, 2012 was 949. Female participation was 4.8%, including 2.1% Child Care Specialists and 2.7% in other trades (a slight increase over 2010). Minority participation as of June 30, 2012 stood at 6.8% versus 5% in June of 2010, a 36% increase in overall minority participation and 36% above the national average of 5% for minority participation in apprenticeship.

The number of registered apprentices is dynamic, changing almost daily with new registrations, completions and cancellations. During the biennium, the number of registered apprentices fluctuated from a low of 949 to a high of 1,246. The Program saw an overall decrease of 19% in active apprentices compared with the previous biennium, a sharp contrast to the 8% - 16% annual growth rates for registered apprenticeship in Montana from 1991 through mid-2008. This decrease was the direct result of the recent recession, which disproportionately impacted the construction trades statewide. While a higher than average number of apprentices stayed in the Program and completed their apprenticeship training, the slower economy reduced demand for new apprentices, leading to a reduction in the Program's overall numbers.

During the period in review, there were over 500 registered individual employer sponsored programs and 25 programs jointly administered through labor and management partnerships that represent over 500 union employers statewide. In this period, 63 new programs/sponsors were developed and registered with 482 new apprentices registered during the period. Of the currently registered apprentices, 53% work for independent sponsors and 47% for union sponsored programs; 5.7% of Montana's registered apprentices are veterans, representing a 12% increase in veteran participation since 2010. From July 1, 2010 through June 30, 2012, the Program completed 446 apprentices, exceeding the Program's ten year average for completions.

Since early 1991, Montana has experienced a steady increase in construction activity on a statewide basis. As of 7/1/12, the total number of building trades apprentices was 808, or 85% of all registered apprentices, a slight drop of 2% since 6/30/10. Despite the current slowdown, the construction industry is expected to experience expanded employment opportunities and further growth over the long term due to an aging existing workforce and the growing need for infrastructure improvements.

During the time in review, Program staff provided the following services:

- Staff responded to over 540 requests by employers for apprenticeship registration.
- The Program provided over 135 formal presentations detailing the program to high school career days, community job fairs, female and minority organizations, employer groups, veteran groups and numerous private and public sector workforce partners statewide.

- Field staff conducted 10 comprehensive EEO reviews, established or revised several Affirmative Action plans, including one for a reorganized Joint Apprenticeship Training Committee.
- Revised for over 475 apprenticeship sponsors' training standards, to comply with new Federal Regulations 29 CFR Part 29 that went into effect in mid-December 2010.
- Provided temporary project agreements to ten out-of-state firms working in Montana, and temporary registration to over 30 out-of-state apprentices. The Program also extended courtesy registrations and Program oversight to approximately 75 apprentices registered in other states but who are employed full-time in Montana.

In addition to the above, which represent the Program's historical activities, Program staff expanded their activities and services to include initiatives and efforts that support employment and re-employment of Montana workers, especially in the economically hard-hit construction industry. These initiatives include but are not limited to the following:

- Assisted with the oversight of ten labor-management joint apprenticeship and training programs which received a \$5,000,000 USDOL Energy Training Partnership Grant to provide equipment and special training to over 2500 apprentices and journeymen during the biennium.
- Registered the state's first formally recognized pre-apprenticeship program, the Pre-Apprenticeship Program in Culinary Arts at Passages Inc.'s Pre-Release Center for Women in Billings.
- Increased linkages and cooperative efforts with One-Stop partners to leverage Workforce Investment Act (WIA) and other training resources to assist unemployed Montana workers. One example is a National Emergency OJT Grant (NEG), which employed and sustained a number of apprentices affected by the recent Montana and national recession.
- Provided short-term ratio variances to allow sponsors to hire out of work apprentices.
- Assisted out-of-work apprentices to find employment with other apprenticeship sponsors and with out-of-state contractors working in the state on short-term projects.

During the 2011/2012 biennium, some industries that traditionally employ apprentices experienced the following employment trends (per Department of Labor and Industry):

CONSTRUCTION

In July of 2012, the construction industry employed 25,400 workers compared with 23,500 in the 4th

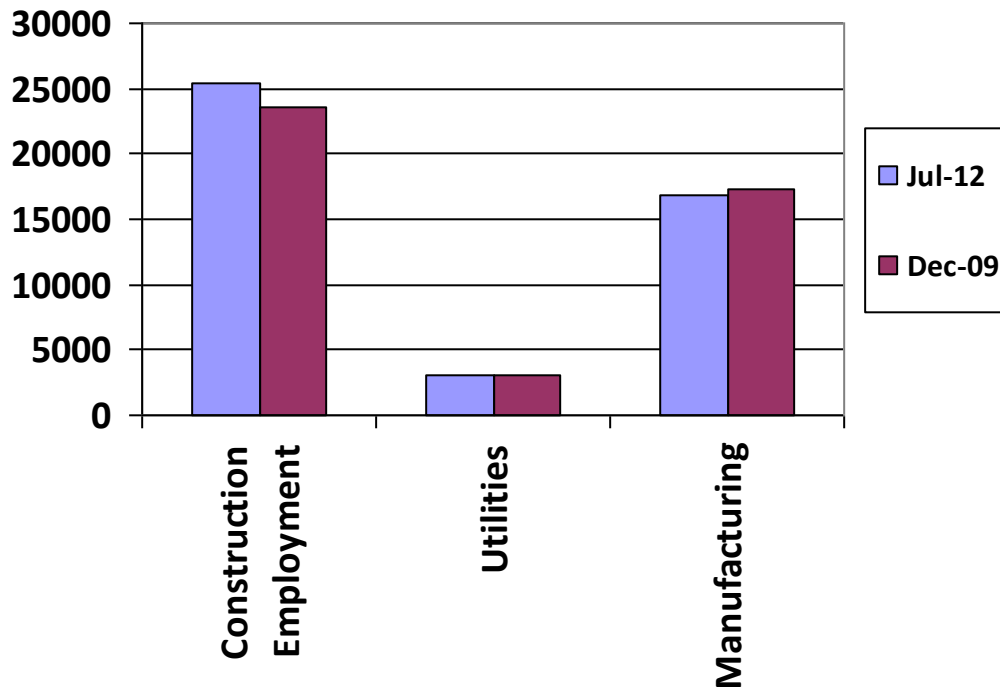
Quarter of 2009.

UTILITIES (Electric & Gas)

In July of 2012, the relatively stable utilities industry employed approximately the same number of workers as the estimated 3000 Montana utility industry workers employed in the 4th Quarter of 2009.

MANUFACTURING

In July of 2012, the manufacturing industry employed 16,800 workers as compared with 17,300 in the 4th Quarter of 2009.



The Apprenticeship & Training Program is an invaluable tool to assist my business in finding and training the right individual to become a treasured asset, not only in my business but in my industry as well. The Apprenticeship & Training Program is a good investment for me, my employees and the state of Montana.

Scott E. Lemert

Ranger Plumbing and Heating – Livingston

EMPLOYMENT TRENDS IN **APPRENTICE-ABLE OCCUPATIONS**

For nearly two decades, Montana experienced a steady increase in construction activity statewide with a chronic demand gap in the plumbing and electrical trades. The recent recession created a steep drop in Montana housing construction, with a loss of 8,300 jobs, or 24% of the construction labor force, from late 2007 through 2009 (per the Dept. of Labor & Industry's 2010 Labor Day Report). This slowdown created a temporary equilibrium in the plumbing and electrical trades that has persisted throughout most of the last biennium. During the reporting period, these two trades annually absorbed the same number of completed apprentices as the Program's 20-year average for these trades.

As of June 30, 2012, the Program had 321 registered electrical apprentices and 216 registered plumbing apprentices. For comparison, in 1993 there were 141 registered electrical apprentices and 121 registered plumbing apprentices. Even with the temporary downturn in construction trades employment beginning in 2008, with two-tenths of one percent growth in 2010/2011 and projected growth of just 1.8% for 2011 through 2013, participation in these two registered apprenticeship training programs reflects a 228% increase in electrical apprentices and a 178% increase in plumbing apprentices over 1993 levels.

Registered apprenticeship numbers closely correlate with the capacity of Montana employers to hire and provide sustainable employment for apprentices at any given time. The Program saw a modest decline in the number of apprentices entering the construction trades during the period in review, especially in western third of the state. The eastern third of the state, especially greater Yellowstone County and most far eastern counties, were much less impacted in the last biennium, due in large part to growth in the energy, gas and oil industries in combination with moderate expansion in industrial, healthcare and retail sectors throughout this period. As reported in the August 2012 "Montana Economy at a Glance", all areas of the state are now in recovery. Montana's overall quality of life and fiscal health of its state government services are supporting modest recovery of the construction sectors in the current biennium.

With construction activity rebounding statewide, the Program projects a return of the demand gap in plumbing and electrical trades as current 3rd and 4th year apprentices complete their apprenticeships at the historical pace and fewer apprentices are available to step into their places due to reduced counts in the current pool of 1st and 2nd year apprentices. Another factor which will create significant entry-level openings in these and other apprentice-able trades over the next decade and beyond is projected retirements of journey level workers of the "baby boomer" generation, the first of whom reached full retirement age January 2011. Record retirements among "baby boomers" is expected to create higher-than-average openings in virtually all demand occupations. The Program saw modest growth in some service sectors such as culinary

arts, which saw the development of the state's first registered pre-apprenticeship program in the culinary arts during the biennium.

Both societal and educational trends are placing increased emphasis and value on high school graduates going to college, with little or no consideration for the growing number of career opportunities available via apprenticeship training in high-demand, high-paying skilled trades. Jane Oates, Assistant Secretary of the federal Employment and Training Administration, wrote in a 2012 UA Journal: "We are in a war right now with parents to understand that if you go into a building trades career, you are not settling."

The Program strives to alter the historical stereotype of apprenticeship training as a low-skill, low-status, non-professional, gender-specific career choice. During the 2010-2012 biennium, Apprenticeship and Training Program staff participated in numerous job fairs, "career days", outreach to one-stop career centers and other presentations and forms of Program outreach to educate Montanans about the benefits of registered apprenticeship. In cooperation with our partners in the educational system, the Montana Office of Public Instruction, several Montana two-year post-secondary schools including MSU-Northern and related instruction providers such as Penn-Foster and the North Dakota State College of Science in Wahpeton, North Dakota, the Apprenticeship and Training Program worked with Montana employers and industries to expand utilization of apprenticeship training beyond its application in the construction and building trades.

The goal of these Program efforts remains two-fold: provide increased employment opportunities for Montana's current and emerging workforce; and establish a stronger, more diverse foundation of apprenticeship opportunities for women, minorities and others who historically have been underrepresented in registered apprenticeship. The Apprenticeship and Training Program continues to make every effort to keep Montanans informed regarding training and employment opportunities in current and emerging apprentice-able occupations.

We would like to tell how important the Montana DOL Apprenticeship and Training is to our company. We are a licensed trade in the State of Montana and are not allowed to have laborers and/or helpers work in the field. The apprenticeship program gives us the opportunity to increase our workforce through education and on the job training. It also provides the opportunity for someone who cannot or does not want to go to college or trade school to receive the education and training required to be employed in a highly skilled profession. Thank you for all of the assistance you have provided us. We hope to continue this partnership for many years to come.

***Elaine J. Burtell
Burtell Fire Protection – Billings***

EQUAL EMPLOYMENT **OPPORTUNITY SERVICES**

In 1991 the Secretary of Labor delegated authority and assigned responsibility to the Federal Bureau of Apprenticeship and the Office of Federal Contract Compliance programs to enforce current Equal Employment Opportunity (EEO) and Affirmative Action regulations. The primary objective of these regulations is to increase female and minority participation in registered apprenticeship. The required outreach efforts and selection procedures provide increased awareness and opportunities for females and minorities, both of whom are underrepresented in most apprentice-able occupations, often below five percent of total registered apprentices in Montana and nationally. To maintain federal recognition, the Montana Apprenticeship and Training Program is required to enforce these regulations and to periodically conduct EEO and Affirmative Action compliance reviews for qualifying sponsors of apprenticeship. Sponsors who employ and maintain five or more apprentices must have an approved Affirmative Action Plan and EEO Selection Procedure for the selection and hiring of apprentices in accordance with Federal Regulation Title 29, CFR Part 30.

During the period in review, Apprenticeship & Training Program staff provided oversight and technical assistance with the development and/or management of apprentice selection and Affirmative Action outreach to the twenty apprenticeship training program sponsors currently required to utilize Affirmative Action Plans and EEO Selection Procedures. A Program staff member conducted ten formal EEO Compliance Reviews during state fiscal years 2011 and 2012, finding the majority of the program sponsors to be in close compliance with both state and federal standards. Internal analysis of the findings of these reviews revealed some common, though not serious, deficiencies among these programs. An open letter was sent to these sponsors to address these common areas of concern and to offer “best practice” suggestions for corrective action and improvement of these programs prior to the next round of compliance reviews. Program staff also investigated and mediated complaints relative to compliance with all federal and state EEO/Affirmative Action rules and regulations.

Because of the slowed economy and lack of hiring between July 2010 and July 2012, the Program saw a decrease in the number of apprenticeship sponsors required to utilize EEO selection procedures and Affirmative Action Plans when recruiting and hiring new apprentices. Several smaller independent apprenticeship sponsors fell below the federal threshold of five apprentices that requires them to engage in targeted Affirmative Action outreach and to utilize their approved apprentice Selection Procedure. Reductions in force, or apprentice completions coupled with suppressed labor demand due to lingering effects of the recent recession on construction/building trades, are responsible for this likely temporary decline in the number of apprenticeship sponsors required to utilize approved EEO Selection Procedures and Affirmation Action Plans.

Several of these affected sponsors have voluntarily committed to continue conducting Affirmative Action outreach to groups serving females and minorities. These sponsors are continuing to utilize the selection procedures they have put in place because these procedures and processes have produced the best hires and thus the best apprentices and future journey workers.

CFR 29 Part 30: Proposed Changes, Possible Consequences

The Office of Apprenticeship of the U.S. Department of Labor's Employment and Training Administration is planning to introduce by November of 2012 proposed changes to Federal CFR 29 Part 30, which prescribes and governs Equal Employment Opportunity in Apprenticeship and Training. As of the time of publication of the Apprenticeship and Training Program's report, no further information is available regarding proposed changes to the current rules and regulations. Thus it is not possible at this time to even speculate on the possible consequences to Montana apprenticeship employers, apprentices, the apprenticeship community at large, and in particular to the Apprenticeship and Training Program and its relationship to the its Federal partner. The Program will closely monitor any announcements or further developments regarding possibly changes to CFR 29 Part 30 and will keep apprenticeship sponsors, apprentices, workforce partners and other interested parties apprised of any developments as they occur.

Garden City Plumbing & Heating, Inc. has been involved with the State of Montana Apprenticeship program for over 25 years. During this time I have worked with several different representatives from the State. We feel the assistance and training our apprentices have received has helped our company to succeed for the past 25+ years. The course work has evolved and improved immensely over these years and we look forward to working with the State of Montana Apprenticeship and Training Program for many years to come.

Bill Schaff, President
Garden City Plumbing & Heating, Inc. – Missoula

PROJECTIONS and **SPECIAL PROJECTS**

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Implementation of 2010 Federal CFR 29 Part 29 Regulations

The 50-state national system for registered apprenticeship is governed by a set of federal rules and regulations known as Federal 29 CFR Part 29, implemented in May of 1978. They spell out the requirements for registration and administration of apprenticeship for all states and territories. These regulations remained unchanged until October 2008 when a number of revisions to Federal 29 CFR Part 29 were formally approved. Although Montana's registered apprenticeship system is state funded and administered, the Apprenticeship and Training Program was required to adopt and implement the revisions by December 2010 in order to maintain federal recognition status as part of the national registered apprenticeship system.

The Apprenticeship and Training Program worked with Department of Labor and Industry legal staff to develop Montana Administrative Rules (ARMs) to bring the Program into full compliance with the new federal requirements. In addition to implementing new Montana Administrative Rules that align with the federal changes, Program staff also spent considerable hours and resources to revise over 500 registered Apprenticeship Standards to bring them into line with those new requirements. The Program secured a U.S. Department of Labor grant in mid-2009 to assist with costs associated with the implementation of these new federal rules and regulations, including educating apprenticeship employers, apprentices and workforce partners regarding specific new federal and state requirements and guidelines for apprenticeship training. In brief, the 2010 changes to the Montana registered apprenticeship rules and regulations include:

- **Program Performance Standards** – Established a standardized “accountability framework” for evaluating performance of registered apprenticeship programs using quality assurance assessments, EEO Compliance Reviews, etc. to bolster program quality and performance.
- **Three Approaches to Apprenticeship Program Completion** – In addition to traditional *time-based approach*, which requires a minimum number of OJT hours, offers a *competency-based approach* requiring the apprentice to demonstrate acquired skills and knowledge, and a *hybrid approach* requiring a minimum number of OJT hours in addition to demonstration of acquired skills and knowledge. [For construction trades, Montana utilizes only the traditional approach.]
- **Electronic Media in Related Instruction** – Specifically authorizes (but doesn't mandate) use of electronic media such as the Internet for delivery of required apprenticeship related instruction.

- **Reciprocal Approval** – Allows for reciprocal registration of a registered apprentice in more than one state regardless of occupation. [Previously, apprentices in construction and building trades were exempted (not allowed) reciprocal registration.]
- **Interim Credentials** – Provides “portable recognition” of an apprentice’s acquired skills/ proficiencies/competencies in cases where the apprentice does not complete an apprenticeship.
- **Probationary Periods and Cancellations** – Mandates an apprentice’s probationary period not exceed 25 percent of the apprenticeship, to avoid retention of an apprentice simply to conceal program deficiencies or to improve a program’s performance rating.
- **Provisional Registration** – Mandates a one-year probationary period and required performance review for all new apprenticeship employers, to increase quality/success rate of new programs.
- **Proposed Modifications to State Apprenticeship Legislation, etc.** – Requires a state apprenticeship agency to submit to federal Office of Apprenticeship for concurrence any proposed modifications to the state’s legislation/regulations/policies, ensuring conformity with CFR 29:29.
- **Recognition of State Apprenticeship Agencies** – Full recognition is granted to State Apprenticeship Agencies upon adoption of the revised 29.29 rules and regulations, and requires extensive documentation from the state agency. [The Apprenticeship and Training Program has attained provisional recognition as of the time of publication of this report.]

In 2011, in order to comply with new Federal reporting requirements, the Apprenticeship and Training Program converted its stand-alone program database to the Montana Department of Labor and Industry’s Montana Works (MTWorks) database system. The Program maintained both the old and new database systems to ensure that no apprenticeship records or data would be inadvertently lost in the conversion process. Throughout the conversion, the Program maintained the integrity of the virtual filing system and met every federal and state reporting deadline.

Action Electric has been working with the Montana Apprenticeship & Training Program for nearly 20 years, and we would definitely consider this to be a beneficial partnership. Issues and concerns of those in the industry are considered and addressed. This is not a stagnating program; changes are made when warranted. With this program, it has not only been our responsibility, our our privilege to train many of the finest electricians in our community.

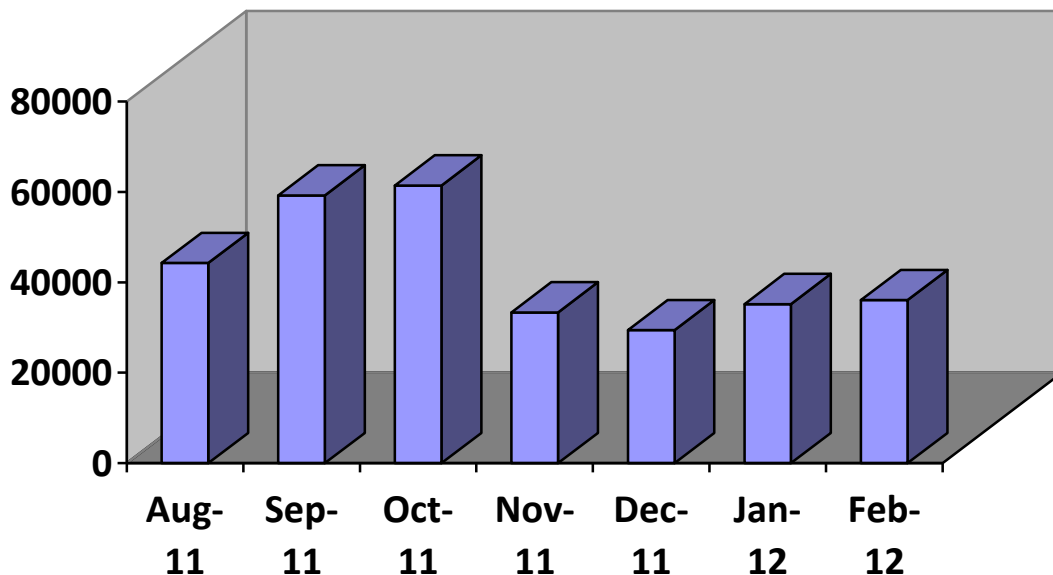
Darla Arthur, Account Controller
Action Electric – Billings

APPRENTICESHIP WEBSITES **TO EDUCATE AND INFORM**

In the spring of 2008, the Apprenticeship & Training Program launched the first of two websites designed to increase awareness and knowledge of the benefits of apprenticeship training among employers, job seekers, school counselors, students and anyone looking for relevant information regarding registered apprenticeship. After 4 ½ years of operation, this general interest website continues to be an integral component of the Program's services and outreach to the apprenticeship community and the Montana workforce, providing comprehensive, accurate, current information on Montana's registered apprenticeship.

During the period August 2011 through February 2012, the Program's primary general interest website averaged over 42,000 "hits" per month, nearly double the average number of visits per month to the site in the previous biennium. With the most frequently requested apprenticeship information readily available online, staff time, resources and materials previously dedicated to responding to inquiries by phone and mail continues to be greatly reduced since the website went active in 2008.

APPRENTICESHIP & TRAINING PROGRAM WEBSITE HITS



www.apprenticeship.mt.gov

In January of 2012, the Program rolled out a revamped and updated version of this general interest website to better meet the needs of job seekers, our workforce partners and other interested parties. These changes were in part from a response to feedback received from Job Service staff during the Program's 2011 "Apprenticeship 201" presentations statewide. In addition to updating or adding to the website's content, the "home page" was streamlined to make the website easier and more efficient to navigate. The number of visible links was reduced to the following, each of which has sub-links relevant to that topic/area of interest: **"Become An Apprentice, Apprenticeship Staff Contacts, Basic Apprenticeship Information, Employer Information, Wage Information, Veterans, News From The Field, Regulations and Laws and Educational Requirement"**.

Also included on the home page are links to the U.S. Department of Labor's Office of Apprenticeship, State Apprenticeship Agencies, Labor Market Information, O*Net (Occupational Network) Online, Montana Career Information System (MCIS) and other informational links. The website also contains a frequently-updated photo gallery showcasing apprentices, apprenticeship employers and various projects they are building throughout the state. Program changes, initiatives, opportunities and other pertinent new information of interest to sponsors, apprentices and the apprenticeship community at large is immediately posted and/or updated on the website.

"Explore Apprenticeship" Website

In May of 2009, the Program launched a second website targeting middle-school and high school students and their parents, teachers, counselors and other interested parties. The primary purpose of this more narrowly focused website is to introduce apprenticeship as a viable career ladder for young people who may be among the 75+% of Montana's high school graduates who do not go on to college. Since mid-2011, the site is visited an average of over 80 times per day.

Written in layman's terms with anecdotes common to the younger population, topics covered in the Explore Apprenticeship website include the why, what, who and how of registered apprenticeship in Montana. Included are facts about registered apprenticeship, accessing your "apprenticeship potential", the top ten reasons for considering registered apprenticeship as a career path, traits and talents characteristic of some apprentice-able occupations and tips for deciding on a career and finding a suitable employer. Also featured are some common misconceptions about registered apprenticeship training, such as the following:

Fiction: Apprenticeship only applies to "traditional trades".

Fact: Over 900 occupations such as in culinary arts and health care fields are apprentice-able.

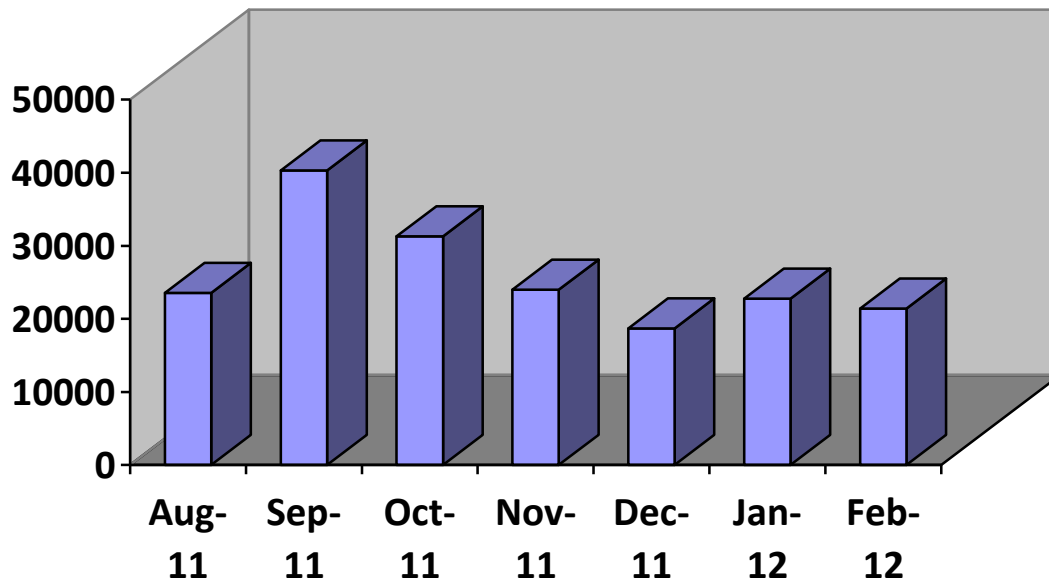
Fiction: Apprenticeships are for students who are not "college material".

Fact: In addition to on-the-job training, all apprenticeships require a minimum of 144 hours per year of college-level related instruction coursework, including strong math and problem-solving skills comparable to a four-year degree in potential earnings, job security and portability.

Fiction: Women do not have the physical strength to be apprentices in the skilled trades.

Fact: While a handful of trades require a high level of physical strength, all skilled trades require dexterity, stamina, eye-hand coordination, balance and intelligence, attributes equally common to both men and women.

Explore Apprenticeship Website Hits August 2011 – February 2012



www.exploreapprenticeship.mt.gov

The Explore Apprenticeship website also includes a photo gallery, listing of apprentice-able occupations and other information and resources regarding registered apprenticeship opportunities in Montana. Additions and upgrades to the website are on-going in our efforts to keep it current, relevant and interesting. Continued high utilization of both of the Program's websites is a good indicator of the strong interest in apprenticeship training across demographic groups and geographic regions.

Energy Training Partnership Grant & Green Technology Grant Updates

Energy Training Partnership Grant Update

In the fall of 2009, the Apprenticeship & Training Program, in collaboration with the Montana Electrical Joint Apprenticeship Training Committee and a consortium of nine union training program sponsors, Montana Department of Labor & Industry – Workforce Services Division and the Statewide Programs and Oversight Bureau applied for and received a U.S. Department of Labor \$5,000,000 “Energy Training Partnership Grant”. The purpose of this grant was to provide training and skill upgrades in the following Montana industries: energy-efficient building, construction and retrofit industries; the renewable electric power industry; and the energy efficiency assessment industry for residential, commercial or industrial sectors. Grant funds were supplemented by over \$900,000 in leveraged non-federal resources including in-kind and cash contributions of equipment, supplies, training, space and staff time.

Included among the occupations for which journey level workers and apprentices received training or skills upgrades under the grant included electricians, electrical line workers, carpenters, millwrights, construction laborers, weatherization technicians, welders, HVAC technicians, iron workers, power plant technicians, plumbers and heavy equipment operators. The grant has helped current journey level craft workers and apprentices in those crafts upgrade their skills in order to compete for and/or retain employment in “green industries”. The grant also assisted efforts to recruit and train entry level workers who will be needed to fill the increasing demand for skilled workers in the green industry sector and to fill expected “demand gaps” in the skilled trades.

The grant terminated in July of 2012 and more than met its goals. A total of 3,491 participants, 29 percent more than the planned enrollment, received training under the grant. Credentials were received by 3,476 participants, exceeding the planned number by 42 percent; when multiple credentials are factored in, these participants received a total of 7,599 credentials.

As stated in the close-out report for the grant: “We are now on the forefront of being able to provide our Contractors a skilled workforce with fully qualified individuals, which enables them to bid on future Green projects, thus providing jobs to the workforce. This training has not only benefited the apprentices, journey workers and skilled craftsmen, but also the Contractors in many ways. The contractors are now able to bid jobs in the areas of Geo Thermal, Med Gas, Solar, Wind, Building Automation, and various other green job opportunities that they previously would not have had qualified individuals in their employment.” The report summary goes on to say: “The enhanced training has been utilized by both apprentices and journeyman tradesmen, creating an immediate impact on the workforce by developing the skills demanded by energy workforce employers.”

Supplemental “Green Technology” Training Grant Update

In 2009 the Program surveyed Montana independent apprenticeship employers to assess interest in green technology training. Over 80% of employers/sponsors responding to the survey expressed strong to moderate interest. Based on these results, and with the recommendation of the State Workforce Investment Board, the Program secured \$44,000 in American Recovery and Reinvestment Act (ARRA) funding to give independent employers/sponsors the opportunity to access competitively priced supplemental training in this growing field. The Program contracted with MSU-Northern in Havre to develop a core curriculum in green technology with special concentrations for General Construction, Heating-Plumbing and Electrical.

The intent of these self-paced supplemental programs, which are currently voluntary for both sponsors and apprentices, is to increase workers’ skills in energy conservation and building techniques/materials, and to educate contractors and apprentices regarding opportunities to make the building trades industry a leader in energy conservation. Texts being utilized for this supplemental training are new or recent publications that reflect the basic LEED principles.

Each course incorporates some Internet-based materials and exams with texts and workbooks. Five “core” overview courses provide an understanding of the basics of green technology such as “green awareness” and “the green home”. The remaining courses, which require a higher degree of technical knowledge, are best suited for third and fourth year apprentices and journey level workers. These courses focus on specific green technology skills such as installing energy efficient heating and cooling systems, “load” management in electrical energy conservation, reducing energy losses in buildings, and increasing mechanical energy conservation via reducing vibration in pumps, blowers, compressors, etc.

The average time to complete a course varies from 10 and 25 hours of study. The cost ranges from \$110 to \$150 per course. To date, fifteen people have signed up and several are nearing completion of their Green Technology training curriculum. Upon completion, the sponsor/apprentice/journey worker will receive a certificate of completion in “Green Technology” from MSU-Northern. Apprentices completing the total estimated 140 hour package will receive an additional “Green Energy Proficient” seal on his/her apprenticeship completion certificate. The ultimate goal of this cutting-edge training is to enhance the skills and employability of Montana building trades workers while also contributing to a more efficient, less costly and more sustainable Montana business climate.

“Apprenticeship 201” & Expanding Strategic Partnerships

The Apprenticeship and Training Program sponsored and hosted a one-day apprenticeship “action clinic” in 2009, inviting workforce partners and members of the apprenticeship community to discuss the status and future needs of registered apprenticeship in Montana, and to learn how the Program could better serve the apprenticeship community and the broader Montana workforce. The Program continues to utilize the wealth of information gained via the Action Clinic to improve service delivery, strategic partnerships, linkages and outreach.

Building on specific feedback and majority consensus from the 2009 Action Clinic, the Program developed a comprehensive, detailed 90-minute Power Point presentation “Apprenticeship 101” to educate our Montana workforce partners, potential sponsors, potential apprentices and other interested parties about the history, practical application and administration of registered apprenticeship in Montana. Field staff conducted public presentations in the fall of 2009 at twenty Job Service local offices statewide. Attendance included Job Service staff and management, employers, job seekers, local labor organizations, students, education providers, other job training providers and interested community members.

“Apprenticeship 201”

The “Apprenticeship 101” presentations in 2009 were so popular and successful that the Program decided to follow up with a new presentation titled “Apprenticeship 201”, which Program staff presented statewide during the fall of 2011. Unlike “Apprenticeship 101”, which provided an overview of apprenticeship training along with details on the mission and mechanics of the Apprenticeship and Training Program, “Apprenticeship 201” focused attention on the recruitment and retention of an apprentice. Incorporating a wealth of information and feedback from apprenticeship employers, workforce partners and the Program staff’s collective forty-plus years of experience with the state’s apprenticeship community, this presentation focused on what employers look for when selecting an apprentice.

The Program sought to increase apprenticeship employers’ utilization of Job Service and to educate Job Service staff regarding the skills and education required for a registered apprenticeship. The “201” presentation discussed in detail the core requirements, skill sets, knowledge, aptitudes and attitude required to succeed as an apprentice. Among the core requirements discussed were related instruction, including examples such as how to calculate a plumbing “rolling offset”. Also discussed, and dispelled, were some “myths” about registered apprenticeship. The presentation concluded with an extensive list of the employer benefits of apprenticeship training. Positive feedback from this presentation validated Program staff’s efforts and may lead to an “Apprenticeship 301” in the Program’s ongoing efforts to strengthen strategic partnerships and provide the best possible service to the citizens of our state.

EXPANDING APPRENTICESHIP TRAINING IN MONTANA

Registered apprenticeship training in Montana has historically involved primarily the construction and building trades. However, apprenticeship training has been utilized to train Montana workers in over 175 apprentice-able occupations during the nearly 70 year history of registered apprenticeship in Montana. The Apprenticeship and Training Program continues to strive to revitalize and expand utilization of registered apprenticeship beyond the construction and building trades, which were the most adversely impacted by the Great Recession of 2008 and are still feeling those economic effects as these trades struggle to rebound.

One example of this expanded utilization is the development and implementation of a culinary arts pre-apprenticeship training program at the Passages Pre-Release Center in Billings. This program, the state's first formally recognized pre-apprenticeship program, is the result of a collaborative effort between the Apprenticeship and Training Program and the Montana Department of Corrections. This pre-apprenticeship program provides skills training in the culinary arts to between ten and fifteen inmates who currently work in the Passages facility preparing approximately 1,000 meals daily to inmates at the correctional facility. Utilizing customized culinary arts training in combination with over 288 hours of related technical instruction, this program is providing a career lattice and potential transferable credit for program graduates desiring to continue their skills training via a full registered apprenticeship in the culinary or related career field.

In preparation for possible future utilization of apprenticeship training, the Program developed boilerplate apprenticeship Standards with training schedules and proposed progressive wage schedules for a number of "demand" apprentice-able occupations. These include Nurse Assistant (Certified Nurse Attendant), Medical Assistant, Medical Secretary, Dental Assistant, Pharmacy Assistant, Veterinary Assistant, Landscape Technician and Floral Designer. Education providers that can supply the required related instruction coursework for each occupation have been identified.

While these potential training programs have yet to be utilized in Montana as of the time of this publication, the projected "demand gaps" in these and numerous other less traditional apprentice-able occupations are expected to increase the utilization of registered apprenticeship to meet growing industry and business needs for a highly skilled and trained workforce. These examples illustrate the value and adaptability of the apprenticeship training model to literally hundreds of demand occupations that have the potential to provide Montana's working population with viable, sustainable, satisfying careers now and well into the future.



ATP Marketing Videos and Resources

During the reporting period, the Apprenticeship and Training Program, in a dedicated effort to expand the awareness of registered apprenticeship, worked on a large number of promotional projects. Following a suggestion from the 2009 Action Clinic, and with financial support from discretionary funds via a federal implementation grant, the Program developed two 8-9 minute informational videos to introduce apprenticeship training to potential apprenticeship employers, potential apprentices and to the education community statewide. An employer-focused video titled “Competitive Edge: Become An Apprenticeship Employer/Sponsor” features employer/sponsor endorsements and concentrates on the benefits and advantages of apprenticeship training to an employer.

The second video, titled “Apprenticeship: Earn While You Learn”, features a combination of employer and apprentice endorsements to tout the career benefits and advantages of registered apprenticeship training. Both videos were produced in Montana and utilized Montana businesses, apprenticeship employers/sponsors and apprentices.

Both videos promote apprenticeship as a time-tested method by which skilled workers teach the essential skills of their respective trades to the next generation of workers. These videos have been shown at various public presentations, classroom presentations, career fairs, Job Service offices and other venues since they became available in June of 2010. A DVD copy of the employer-focused video and/or job seeker-focused video was sent with a letter of introduction to a number of community and civic organizations, such as local Chamber of Commerce offices, to labor organizations, to every Montana Job Service, to every middle school and high school in Montana and to every public library in the state.

Both videos are now featured on the Program’s general interest website, www.apprenticeship.mt.gov, and the apprentice-focused video is featured on the Program’s Explore Apprenticeship website, www.exploreapprenticeship.mt.gov, tailored to the needs and interests of middle school and high school students, parents, teachers and counselors. The Program’s increased marketing of the apprenticeship training model to middle school and high school students, parents, teachers and counselors “planted seeds” to ensure that registered apprenticeship is recognized as a viable career path, an active partner with Montana’s secondary and post-secondary educational system and an important component of Montana’s current and future workforce development.

Apprenticeship training cannot exist without committed apprenticeship employers and apprentices. These two videos are part of a comprehensive marketing strategy the Program developed and refined over the course of the last biennium to more effectively promote the apprenticeship training model and its benefits to potential apprenticeship employers and prospective apprentices statewide. Other marketing resources the Program has developed or purchased since the Program’s last biennial report to the Governor include billboard advertising and radio public service announcement in select Montana communities, a new state-of-the-art

display booth for use at career fairs and other events, and a number of promotional flyers and brochures, such as one informing veterans of the V.A. benefits available to them for registered apprenticeship training.



It should be noted that the Apprenticeship and Training Program saved the state of Montana \$100,000 by utilizing federal grant dollars for the development and production of these quality marketing and informational resources.

The apprenticeship program is an excellent tool for K & S Electric, Inc. to encourage employees to better themselves. The apprenticeship program allows an educational avenue into the electrical field while at the same time working and training on the job. We have completed several apprentices since 1991, including a veteran. We would encourage anyone to consider the Apprenticeship and Training Program's curriculum. That being said, we would also like to commend our field representative, Robert Sprenger, for his timely, professional support in enrolling and completing each apprentice.

Wayne Sander
K & S Electric, Inc. – Baker

APPRENTICESHIP & TRAINING PROGRAM'S RESPONSE TO MONTANA ECONOMY'S EFFECT ON REGISTERED APPRENTICESHIP

Registered Apprenticeship is demand driven. When the economy expands and work is plentiful, apprenticeship registrations increase accordingly. When the economy shrinks such as in the recent deep recession, registered apprenticeship numbers decrease proportionately. The Program currently has 949 active apprentices registered in 44 different occupations. While the Program issued a record number of apprenticeship completions (455) during the last biennium, it also saw a reduction in the number of registered apprentices in the biennium and fewer opportunities for laid off apprentices due to sluggish economic recovery especially in the construction and building trades.

The federal American Recovery and Reinvestment Act of 2009 dollars funded some Montana construction and infrastructure improvement projects that did keep some apprentices employed during the biennium. Many other apprentices and apprentice candidates required the Program's assistance to gain and/or maintain employment during the biennium. The Program initiated, continued, supported and/or collaborated on a number of programs and initiatives to increase employment opportunities and prevent apprentices' loss of employment during the biennium. These included but were not limited to the following:

- During the biennium in review, Program staff maintained a high level of outreach, including increased employer visits, job fairs, school "career days", veteran job fairs, Program presentations, etc. on a statewide basis while maintaining a high level of customer service and customer satisfaction.
- Through constant information contacts with apprenticeship employers statewide, out of state employers and reference work, Apprenticeship & Training Program field staff assisted numerous apprentices in finding a new apprenticeship sponsor when work slowdowns, permanent layoffs or the closure of an apprenticeship employer's business temporarily stalled these Montana workers' apprenticeship training. One example is an unemployed electrical apprentice living in Stevensville that had been out of work for more than six months and was struggling mightily to pay the bills and provide for his family. In an effort to help, Program staff conducted a search for a new employment opportunity for the apprentice that would help him and his family. As a result of this effort, the Program was able to connect the out of work apprentice with a new sponsor in Eastern Montana. Not only did the apprentice complete his training program, he is now a licensed journeyman making good wages and he and family are doing well.
- The related instruction delivery system for apprentices became increasingly accessible via Internet-based instruction to reach apprentices in even the most remote corners of the state.

The Program continued to expand utilization of additional related instruction providers to address the educational requirements of new or underutilized apprentice-able occupations.

- The Program worked with the Montana Independent Electrical Contractors (I.E.C.) Association in a collaborative effort with the North Dakota I.E.C. Association to offer I.E.C.-based distance learning related instruction to Montana electrical apprentices working in the rapidly growing Bakken area of western North Dakota. This provides a practical and economical means for apprentices temporarily living and working in North Dakota to complete the related instruction component of their apprenticeship training in a timely manner.
- The marked and persistent decline in new commercial and residential construction in much of the state from the beginning of the recent deep recession prompted many large and small plumbing contractors to focus much more on service work. In response to this trend and requests from some plumbing apprenticeship sponsors, the Program in the spring of 2012 conducted a survey of all plumbing apprenticeship sponsors statewide. Based on positive results of that survey, the Program invited these employers to a public meeting held in late spring 2012 to discuss modifying the existing related instruction curriculum to include a specific “service work” segment to address the specialized training needs for service work in the plumbing trade. Positive feedback, ideas and suggestions at this meeting endorsed the change which is currently under development.

It should be noted that this change will not increase the on-the-job training hours or total number of plumbing courses, nor is it intended to encourage the creation of a separate “Residential Plumbing” license. What it will do is potentially increase profitability and customer satisfaction for the plumbing apprenticeship employers while also providing increased job security for plumbing apprentices both now and when they become journey workers.

- National Emergency OJT Grant (NEG): A Workforce Investment Act (WIA) National Emergency Grant awarded to the State of Montana by the USDOL in the fall of 2010 provided limited short-term funding for a number of sponsors of apprenticeships for long-term unemployed workers in western, southwestern and south central Montana during a substantial portion of the biennium. Program staff helped identify eligible NEG candidates and sponsors/employers and then conducted apprenticeship registration.
- The \$5,000,000 USDOL “Energy Training Partnership Grant”, brokered by the Apprenticeship and Training Program, and discussed on page 30 of this report, provided over 3000 journey-level workers and apprentices with quality training and skills upgrades in the areas of energy-efficient construction and retrofits, energy assessments, renewable energy and the electric power industry during the last biennium. This training added value and enhanced job and economic security to these Montana workers.



- In the fall of 2010, related instruction provider MSU-Northern began offering four Green Technology training packages (described on page 31 of this report) custom designed for the Apprenticeship and Training Program's independent (non-union apprentices, journey workers and apprenticeship employers. This cutting-edge training is enhancing the skills and long-term employability of these Montana building trades workers.

Consider this our letter of support for the state apprenticeship organization. We believe the program provides a valuable service to our business and other construction/service businesses. In particular, we have found your service to be very good. We very much appreciate your help in keeping Josh current on his studies and testing. The irony of the "trades" industry is that these are great paying jobs. A plumber who completes his apprenticeship with us is capable of earning \$50,000 plus health insurance, vacation, retirement plan and other benefits. Keep up the good work and let's get more people trained!!

Dave Waldenberg
Central Heating & Cooling, Inc. – Kalispell

Both of my sons work with me as plumbers and in my opinion I would prefer to train any new apprentices in this manner, rather than hire someone with classroom training. In my opinion, the Montana Apprenticeship and Training Program is doing a fantastic job and are a great service to the state of Montana. Thank you for your help along the way.

Robert M. Jones, Master Plumber
Jones Plumbing & Heating Inc. - Havre

FUTURE TRENDS IN REGISTERED APPRENTICESHIP

Where do we go from here? The lingering effects of the 2008 recession on Montana's building and construction trades in many areas of the state continue to challenge the Apprenticeship and Training Program with the task of both supporting existing apprenticeship training programs and diversifying apprenticeship training opportunities to benefit a greater portion of the Montana's current and emerging workforce. The Program sees the following characteristics and opportunities for the next biennium and beyond:

- Beyond the current economic stagnation in much of the state, Montana's construction and building trades industries will face higher than average attrition rates due to impending retirements of "Baby Boom Generation" workers, creating a widening "demand gap" for skilled workers, thus more opportunities for prospective apprentices. The majority of apprentice-able skilled trades are expected to face some degree of skills/demand gap for the next decade and beyond.
- The eastern third of Montana is beginning to experience rapid growth due to increasing oil, natural gas, coal and other energy development, coupled with spill-over demand in the Bakken formation just across the border in North Dakota. While labor force demands are currently being generally met, the surge in economic activity and increased infrastructure needs may create chronic shortages of skilled labor in the near future, creating opportunities for job-seekers.
- The Apprenticeship and Training Program is attempting to stay ahead of this projected demand gap by increasing awareness of the many opportunities and benefits of registered apprenticeship training. Program staff are actively engaged in an on-going promotional campaign targeting high school students, job/career fairs, one-on-one class participation and overall promotion of the Program to prospective apprenticeship employers statewide.
- The Program will continue to encourage increased utilization of under-represented trades and of emerging apprentice-able occupations (such as in the "green technology" field), following trends that promise viable, sustainable long-term careers for Montana workers.
- The 2010 U.S. Census revealed a record number of working women in the Montana workforce, 238,071 compared with 214,424 in the 2000 Census. To accommodate the interests and needs of this growing segment of Montana workers, the Program expects to see more female participation in apprenticeship, and in a broader range and diversity of apprenticeship occupations than has been the norm in Montana. The Program will continue to target traditional and non-traditional opportunities for women in health care, green technology and other demand occupations.

- Pre-apprenticeship training will become an increasingly popular and effective means of bridging the gap between emerging “demand occupations”, the education community (including middle and secondary school students), and existing industries facing projected chronic shortages of skilled workers.
- Close linkages and working partnerships between the apprenticeship community and Montana’s diverse education community will markedly increase as both groups seek new and better ways to provide training, to provide solid bridges from school to work and to address industry’s growing need for a highly skilled workforce able to meet the demands of increasingly technical and challenging occupations.
- Recent revisions to federal CFR 29 Part 29 regulations governing registered apprenticeship now permit “reverse credit” whereby apprenticeship training can be utilized for college credit in some circumstances. This will promote secure employment for dislocated workers, older or aging workers and others needing college credit in order to re-enter, or advance in, the workforce.
- Program staff will increasingly utilize electronic media such as e-mail and the Program’s two websites to deliver important Program changes, updates and information. Electronic documents and formats such as pdf fillable forms will continue to improve response times and overall customer service to apprentices, apprenticeship employers and other interested parties statewide.
- The Program’s Related Instruction coursework providers will increase their utilization of electronic [Internet] delivery of instruction to apprentices in their on-going effort to increase the efficiency and effectiveness of their distance learning programs.
- The Program will continue developing its working partnership and close coordination with Workforce Investment Act providers, the One-Stop System and other job training program providers within and outside the state’s workforce development system to further develop, support and enhance apprenticeship training opportunities statewide.

In the spring of 2009, the Apprenticeship and Training Program became part of a newly created 21st Century Workforce Technology Apprenticeship and Training Bureau, in the Workforce Services Division of the Montana Department of Labor and Industry. This placement serves as a reminder to the apprenticeship community that registered apprenticeship continues to be an integral component of workforce development in the 21st Century. The Apprenticeship and Training Program is dedicated to providing the apprenticeship community and public at large with relevant information, technical assistance and exemplary customer service to help ensure that Montana workers receive the quality training and superior skills required to prepare them for the challenges and opportunities of the 21st Century world of work.

SPECIAL RECOGNITION

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Culinary Pre-Apprenticeship Program **Receives National Recognition**

In the fall of 2010, the Apprenticeship and Training Program established the first ever registered Pre-Apprenticeship program at the Passages Women's Pre-Release Center in Billings. The Program was developed after several months of collaborative efforts with State Senator Kim Gilliam, the Department of Corrections and staff from the Billings Job Service. At the time, "pre-apprenticeship" was a national concept that was loosely used and not defined for training programs that offered education and/or on-the-job experience that could lead into apprentice-able occupations.



The Passages Pre-Apprenticeship Program is the first registered pre-apprenticeship program in the nation that includes responsibility guidelines for the training sponsor, stated educational and on-the-job training requirements, a pre-apprenticeship agreement that is signed by all parties to the training program and a certificate of completion that recognizes the number of hours of training and the related technical instruction received by the apprentice. The completion certificate provides credibility that the training program adhered to the basic industrial training standards required by the culinary industry. The certification from the Department is opening doors for employment at better wages and provides participants a second chance in life for some and rewarding employment.

The Pre-apprenticeship program has graduated 15 participants since October 2010. Of those 15, all are employed, 80% in the culinary industry, with starting wages ranging from \$9.00 to \$11.00 dollars per hour. This means that the participants are not starting at the bottom in the food industry at minimum wage. Only two of the 15 participants have returned to some form of incarceration, which is considerably below the average recidivism rate.

The Passages Pre-Apprenticeship Program was awarded recognition for innovation by the U.S. Department of Labor's Office of Apprenticeship on August 1, 2012. Federal Secretary of Labor Hilda Solis awarded Passages Culinary Arts Manager Megan Jessee a certificate that nationally recognizes the Passage's program as a leader and innovator of 21st century apprenticeship. The recognition ceremony was held in Washington DC in conjunction with the 75th anniversary of Registered Apprenticeship in the U.S. The Montana Department of Labor and Industry and Passages Women Center held a Montana recognition ceremony on August 14th in Billings at the Women's Center. Keith Kelly, Commissioner for the Department of Labor and Industry, and

Mike Ferriter, Director with the Department of Corrections, praised the program and its tangible outcomes before a large group of Program participants, families, local employers and suppliers from the Billings area. The Department of Labor and Industry also provided the Women's Center with an engraved glass trophy which recognizes their efforts in managing a program that provides employment, career opportunities and a second chance.

New Castle Electric has sponsored apprentices for the last 10 years and has found it to be a rewarding experience for both the apprentice, employees and management of the company.

Training an apprentice to the standards we expect in craftsmanship and customer service has helped the company maintain a high standard throughout all of its employees with the apprentice wanting to stay on and being able to have a seamless transition to journeyman status.

Without the state's help in this program in the way of guiding the apprentice and what is expected of them with schooling and work, I feel it would be much more difficult for the employer to train apprentices. I also feel having the state seal of approval gives the apprentice added pride and a sense of accomplishment within themselves.

Geoffrey A. Robson
New Castle Electric, Inc. – Columbia Falls

Williams Plumbing & Heating has had a registered apprenticeship training program since May of 1985. Throughout this time, Williams Plumbing, with the help of the Apprenticeship & Training Program, has graduated countless tradesmen. This mixture of on-the-job training complimented with course work is a perfect mixture for producing success. We have seen apprentices develop skills through their training, graduate the program, and go on to lead multi-million dollar complex projects. The apprenticeship program is a fantastic career opportunity and that is why Williams Plumbing fully supports the program.

Quin Williams
Williams Plumbing & Heating – Bozeman



PROFILES IN APPRENTICESHIP

Zak Barnette

TJ Electric, Inc. – Bozeman

The Apprenticeship and Training Program is currently working with nearly 1000 registered apprentices and over 500 independent apprenticeship employers training this next generation of workers in over forty occupations spread across 50 of the state's 56 counties. As a vital component of the Montana workforce, these apprentices and their employers generate millions of dollars in taxable income that boost the economic health of their local areas and the state's economy as a whole. Behind all of the numbers and statistics are the individual men and women who make up what we refer to as the "apprenticeship community". Each has a unique story to tell. One such apprentice is Zak Barnette, an Inside Wireman (electrician) apprentice with TJ Electric, Inc. in Bozeman. Zak wrote the following regarding his apprenticeship story and his success with the educational provider, the Independent Electrical Contractors (IEC) related instruction program:

In 2006 I was offered my first job to become an Apprentice Electrician in Gillette, Wyoming. At the time I was attending school in Casper, Wyoming, pursuing a degree in Fire Science in hopes of becoming a Fire Fighter. I knew in high school that I was a hands-on learner and didn't know what career path to follow. As I attended school in Casper I started falling away from the idea of firefighting; I really just wanted to do something that was hands-on and trying out the electrical apprenticeship program was the perfect opportunity.

I worked my first two years in Wyoming, while completing the needed classes for my apprenticeship. I fell in love with apprenticeship from the start. There is not a better way to learn and excel in a career than by getting hands-on field experience, which is what an apprenticeship is all about. During my second year I moved to Bozeman, Montana for a change of scenery and continued working on my apprenticeship with Armitage Electric.

Along the way I experienced a bump in the road. In October 2008, I suffered a severe eye injury while on the job, leaving me unable to work for three years. During the time off I continued my IEC education, but fell behind on my on-the-job hours. I still knew that becoming an Electrician was what I



wanted to do, but I attended MSU business classes trying to extend my knowledge in different areas while I was unable to work. Now I am back to work and while I have completed my IEC classes, I continue to catch up on my hours at work.

Overall I would strongly recommend the apprenticeship program to others. Hands-on education is an extremely effective and fulfilling way to learn. I have had the opportunity to work with various Journeymen and Master Electricians throughout my apprenticeship. I have found out that some individuals are extremely effective teachers, while others are not in the position to be as valuable of a mentor. As your own advocate it is your responsibility to take initiative and put yourself around individuals that will benefit your education the most.

Zak's employer, Tom Jacobs, wrote the following regarding Zak's apprenticeship:

Zak Barnette was hired on with TJ Electric, Inc. one year ago. He finished his last year of his apprenticeship as a part of our company. He has a desire to learn and is always seeking ways to be efficient and profitable. One of the things that he told us when he came to work for us is that he wanted to be competitive in the State wire-off. He not only worked full time in the field, but also did all the requirements necessary for graduating at the top of his class as a 4th year apprentice and did extra on the side and after hours to get himself ready for the wire-off.

Zak's desire and dedication to going the extra mile paid off for him as he not only competed well in the wire-off, but won for the state of Montana! He was able to go on to compete at the national level in Texas where he did very well.

Zak has shown himself to be a very valuable asset to our company. He is able to run jobs and manage labor with little to no help from the office. Zak has proven to be a quality employee, which is a great credit to his character and to the quality of the training that is available through the IEC apprenticeship program.

**Tom Jacobs, Owner
TJ Electric, Inc.**

Zak exemplifies the dedication and professionalism required for success in registered apprenticeship. The Apprenticeship and Training Program applauds his achievements.

Mark Maki Heads NASTAD and Appointed to ACA

Mark Maki, Montana State Director of Apprenticeship, was elected in mid-2012 to a two-year term as president of the National Association of State and Territorial Apprenticeship Directors (NASTAD), an organization representing 26 state-administered registered apprenticeship programs. NASTAD members represent over half of all registered employers/sponsors and apprentices actively engaged in the national apprenticeship system. The primary roles of this organization include being a liaison between state-administered programs and federal entities, and serving in an advisory capacity to the federal Office of Apprenticeship, to international unions and to the business/corporate community at large.

This is the fifth time Mark has been elected to a two-year term in service to this organization. His offices and terms are as follows: vice-president, 2000-2002; president, 2002-2004 and 2004-2006; vice-president 2010-2011; interim president 2011-2012 [to complete the term of a NASTAD president who was unable to continue]; and his current term as NASTAD president for 2012-2014.



As president of NASTAD, Mark also sits on the federal Office of Apprenticeship's Advisory Committee on Apprenticeship (ACA). The ACA is a 30-member committee appointed by the U.S. Department of Labor Secretary. This committee provides counsel and direction for the national apprenticeship system to the Secretary. This summer Mark was appointed to a seat on that



committee by current U.S. Department of Labor Secretary Hilda Solis. Mark also was appointed to the ACA from 2002-2006 and brings considerable experience to the table. Mark's hallmark is his active "communication" with NASTAD members, keeping them informed of national issues, federal changes to apprenticeship rules and regulations, and of the activities and direction of the ACA. Mark's knowledge, experience, professionalism and commitment to registered apprenticeship serve him well both at the national level and in his role as Montana State Director of Apprenticeship.

I have been working with early childhood students as a mentor for the ECE Apprenticeship Program for more than 5 years now and have continued to be impressed with the program. It is the only program of its kind in the state and as you know, students who successfully complete the program receive a nationally recognized certificate. I also think that requiring college courses enriches the program by providing learners with a high quality educational experience which is not always the case in the field of early childhood education. By aligning the goals with their course work the program insures that the participants are applying what they are learning in practical and useful ways. I would like to think that Montana will always support this program as it enriches the lives of children and families in our state.

*Marlyn James, MA – Early Childhood Education Program Director
Flathead Valley Community College – Kalispell
(Marlyn is an active Mentor as well as the Early Childhood Professor at FVCC who instructs Child Care Development Specialist apprentices in the Kalispell area)*

This [Child Care Development Specialist apprenticeship] program was beneficial as these classes are within the AAS degree. It allowed me to advance several steps higher on the Montana Practitioner Registry, thus allowing me to receive a larger reward from them. Also being on the CCDS Apprenticeship Program allowed me to receive the Higher Education Incentive Award through The Early Childhood Project."

*Peggy Ward – Apprentice
Kalispell, Montana*

DARRELL HOLZER RECEIVES **GOVERNOR'S AWARD for EXCELLENCE** **IN PERFORMANCE**

Apprenticeship and Training Program field staff Darrell Holzer received a 2012 Governor's Award for Excellence in Performance for his work with the program. In order to be eligible for this award, Darrell first received the 2011 Workforce Services Division Administrator's Employee of the Year Award. Criteria for this award centers on the Department of Labor and Industry's "Core Values": customer focus; individual responsibility; individual growth; ethics in the workplace; and continuous improvement. The following statement regarding Darrell's nomination was read at an awards ceremony in Helena for the 2012 Governor's Award recipients:

Darrell spearheaded the development of a website that enhanced the Apprenticeship and Training Program's outreach and customer service to potential apprentices, apprenticeship employers and workforce partner agencies. Darrell never stops asking "why not" when confronted with a procedure or guideline that could be modified or perhaps eliminated if the change would lead to better program efficiency. Darrell continuously demonstrates why he was recognized as the Workforce Service Division Administrator's Outstanding Employee of the year for 2011.



Darrell Holzer with Governor Brian Schweitzer and Lt. Governor John Bollinger

Darrell exemplifies the dedication and quality customer service that continues to make the Apprenticeship and Training Program a successful Department of Labor and Industry component and strong partner with Montana's apprenticeship community and workforce.

APPENDICES

REGISTERED APPRENTICES BY OCCUPATION

June 30, 2012

OCCUPATION	ACTIVE
AUTOMOBILE BODY REPAIR	4
BOILER OPERATOR	14
BOILERMAKER FITTER	28
BRICKLAYER – CONSTRUCTION	11
BUTCHER – ALL – ROUND	4
CARPENTER – CONSTRUCTION	22
CEMENT MASON – CONSTRUCTION	2
CHILD CARE DEV SPECIALIST	18
CONSTRUCTION CRAFT LABORER	9
CONSTRUCTION EQUIP MECHANIC	1
DIESEL MECHANIC	1
ELECTRICIAN – SUBSTATION	2
ELECTRICIAN - MAINTAINENCE	2
ELECTRICIAN - ANY INDUSTRY	323
ELEVATOR CONSTRUCTOR	14
FIRE FIGHTER – ANY INDUSTRY	9
GAS MAIN FITTER	3
HEATING & AC INSTALLER-SERVICER	4
HYDROELECTRIC GENERATION OPER.	1
INSULATION WORKER	1

LINE ERECTOR – CONSTRUCTION	6
LINE MAINTAINER	8
LINE REPAIRER	27
LOAD DISPATCHER	1
MACHINIST	1
MAINT MECH – TELEPHONE	4
MAINT REPAIRER - INDUSTRIAL	1
MILLWRIGHT	3
MOTOR CYCLE REPAIRER	1
MT COMB STAT CO TECHNICIAN	2
OPERATING ENGINEER	10
OUTSIDE PLANT TECHNICIAN	1
PIPE FITTER - ANY INDUSTRY	49
PLANT OPERATOR	1
PLUMBER - CONSTRUCTION	215
POWERHOUSE MECHANIC	12
PROTECT SIGNAL INSTALLER	5
REFIGERATION MECHANIC	1
RELAY TECHNICIAN	2
RESIDENTIAL WIREMAN	31
ROOFER (CONSTRUCTION)	4
SHEET METAL WORKER	56

STATION ENGINEER	2
STRUCTURAL STEEL WORKER	33
TOTAL REGISTERED APPRENTICES	949

AFFILIATED PROFESSIONAL ASSOCIATIONS

- ...State Workforce Investment Board
- ... National Association of State and Territorial Apprenticeship Directors
- ... Eastern Seaboard Apprenticeship Association and Conference
- ... The Montana Apprenticeship and Training Directors Association
- ...MSU-Northern Plumbing and Electrical Advisory Committees
- ...MSU-Billings, College of Technology - Power Plant Operations Advisory Committee
- ... Youth Build – Helena
- ...Flathead Valley Community College Trade Development Advisory Committee
- ...COT/UM – Butte, Linemen School Advisory Committee
- ...Montana Early Care and Education Career Development Board
- ...Montana Early Childhood Advisory Council
- ...Montana Early Childhood Apprenticeship Advisory Committee
- ...U.S. Department of Labor, Secretary of Labor’s Advisory Committee for Apprenticeship
- ...IAWP (International Association of Workforce Professionals)
- ...The National Advisory Board, sponsored by MSU-Billings, College of Technology
- ... Youth Challenge – Dillon
- ...Green Energy Grant Partnership
- ...Montana Department of Corrections – Passages Pre-Release Program - Billings
- ...Provide technical assistance and council to 22 active Labor-Management Training Committees

PHOTO GALLERY HERE

"MONTANA APPRENTICESHIP AT WORK"

[PAGES 54 - 56]

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APPRENTICESHIP & TRAINING PROGRAM STAFF

"THE CREW"

PHOTO PAGE [P.57]

